

## Personnel

Education and Training  
ProgramsUniversity of New  
Mexico/National  
Laboratory  
Professorship Program**POLICY:**

- .01 To broaden the base of scientific expertise available ~~&~~ at the University of New Mexico (UNM) and to give Laboratory staff the opportunity to participate in the higher education process, the Laboratory permits selected Technical Staff Members (TSM) to serve as part-time UNM professors under the University of New Mexico/National Laboratory (UNM/NL) Professorship Program.

**PROGRAM DESCRIPTION:****Eligibility**

- .02 Full-time regular TSMs who have a sustained record of outstanding contributions in their fields are eligible for nomination as a UNM/NL Professor.

**Faculty Status**

- .03 UNM/NL Professors have all departmental rights and responsibilities of regular UNM faculty members, including directing dissertation work and participating in hiring, tenure, and promotion decisions. UNM/NL Professors do not have university-wide faculty responsibilities, nor are they eligible for tenure.

**Responsibilities**

- .04 The duties of a UNM/NL Professor may include teaching courses and participating in educational activities such as leading seminars and supervising students as mutually agreed upon. ~~&~~ The UNM/NL Professor spends an average of 1 day a week on campus to teach, hold office hours, and participate in faculty activities during the appointment. The UNM/NL Professor's teaching responsibilities may require him or her to lecture on more than 1 day each week during a given semester. Some lectures may be given in the evening and/or via television link.

**Reimbursement**

- .05 UNM provides the UNM/NL Professor with a budget for professional expenses. The amount of the professional expenses budget is determined by UNM on a case-by-case basis. UNM also

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reimburses the UNM/NL Professor for expenses incurred in traveling to and from campus and participating in UNM activities, including teaching.

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| <b>Salary and Benefits</b>       | .06 | The UNM/NL Professor continues to receive Laboratory salary and benefits during the term of the appointment. UNM reimburses the Laboratory for 20% of the cost of the appointee's salary and benefits during the appointment period. While fulfilling teaching or other obligations at UNM, the appointee's absence from the Laboratory is reported as 1-day travel.                  |
| <b>Length of Appointment</b>     | .07 | UNM/NL Professors are appointed by UNM for 3-year terms. UNM, with the concurrence of the Laboratory, may renew the appointment for an additional 3-year term.  |
| <b>Laboratory Job Assignment</b> | .08 | Upon appointment, the UNM/NL Professor should discuss his or her Laboratory job assignment with his or her supervisor. If necessary, the job assignment may be modified to accommodate the appointee's teaching schedule. However, the appointee is expected to contribute fully according to the percentage of the Laboratory's contribution to the appointee's salary and benefits. |

### SELECTION PROCESS:

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| <b>Call for Nominations</b>      | .09 | Once each year, UNM's Vice President for Research advises the Laboratory's Associate Director for Research and Education (ADRE) of the expertise that UNM wishes to obtain through the appointment of 1 or more UNM/NL Professors and requests that the ADRE submit nominations to meet these needs. The ADRE issues a call for nominations to the other Laboratory Associate Directors (ADs). |
| <b>Submission of Nominations</b> | .10 | Each AD may submit nominations of individuals with records of outstanding contributions in their fields. Each nomination includes the nominee's vita and publications list and a description of the nominee's scientific achievements. The call for  |

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nominations states the deadline for submission of nominations to the ADRE.

**Selection of Appointees**

- .11 The ADRE, in conjunction with an appointed Laboratory-wide committee, reviews the nominations. The ADRE forwards the Laboratory's recommendations through the University Relations and Science Education (URSE) to the Vice President for Research at UNM. UNM selects from among the recommended appointees.